

#### Renewal of Commitment to the Principles of UNGC

The Lee Kong Chian School of Business (LKCSB), Singapore Management University (SMU) is committed to the Principles of United Nations Global Compact (UNGC). We believe that business schools today have an important role to play in molding students into socially responsible managers and in responding to the social and environmental challenges that the world is confronted with. Besides imparting these principles to our students, the University and the School also puts these principles to practice in our work environment.

Since the last Communication on Engagement (CoE), LKCSB has started many new initiatives on environmental responsibility, dramatically raising awareness among students and industry partners about its importance. LKCSB is proud to report on these developments.

In this Communication on Engagement (CoE), Section A describes a brief introduction to SMU and LKCSB; Section B highlights LKCSB's efforts in relation to the UNGC's ten principles since the last CoE; Section C offers a brief assessment and continuing commitments in the future of LKCSB's efforts in relation to these principles.

We are proud to be a UNGC member and hereby express our continued commitment to UNGC principles.

Professor Gerry George

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Dean and Professor of Innovation and Entrepreneurship Lee Kong Chian School of Business



### A. Context: LKCSB and SMU

#### About Lee Kong Chian of Business (LKCSB) at Singapore Management University (SMU)

Singapore Management University (SMU) was incorporated in the year 2000 and in 2004, received a S\$50-million gift ( $\approx$  US\$ 38-million) from the Lee Foundation for the School of Business, which was matched by the Singapore Government in the ratio of 3:1. In honour of this generosity, SMU renamed its business school to Lee Kong Chian School of Business (LKCSB) in perpetuity. LKCSB was modelled after the Wharton School of Business at the University of Pennsylvania — setting herself apart from other pre-existing universities through an interactive, seminar style pedagogy — shaping generations of mindful, well-versed entrepreneurs who contribute to society.

#### LKCSB's Mission

# We create business knowledge, and nurture keen minds to lead organisations and serve society.

LKCSB places priority in hiring the best international faculty (62% are non-Singapore Citizens, 95% have foreign professional or study experience) to publish high impact research in world-leading, peer-reviewed academic journals. Through our world-class international faculty, LKCSB offers programmes across different levels: our flagship Bachelor's in Business Management (BBM) for undergraduates, Postgraduate Professional and Research Programmes.

#### LKCSB's Aspiration

#### To be the most innovative business school in Asia

LKCSB's mission and aspiration is in-line with Singapore Management University's Vision 2025: To be a world-renowned global city university, tackling the world's complexities, impacting humanity positively.

SMU's Vision 2025<sup>1</sup> prioritises three key areas: 1) Digital Transformation, 2) Sustainable Living, and 3) Growth in Asia. It is in LKCSB's interest to work towards the three key areas, and in this context, especially on Sustainable Living. SMU LKCSB's efforts are further discussed in this report.

LKCSB adopts SMU's 'CIRCLE' values – Commitment, Integrity, Responsibility, Collegiality, Leadership, and Excellence, which guide LKCSB's approach towards ethics and social responsibility. Students at LKCSB can be nominated and win the SMU CIRCLE Award<sup>2</sup> at recognising efforts to espouse its values.

**Commitment:** To adhere to an agreement and see through to completion.

Integrity: To uphold honesty and truthfulness in oneself, and to others.

Responsibility: To take ownership and accountability for one's actions.

Collegiality: To value people and build positive and lasting relationships.

Leadership: To lead and motivate one's peers to achieve long-term goals

Excellence: To strive to exceed personal and external benchmarks

LKCSB's approach to the Ten Principles of the United Nations Global compact (UNGC) are in line with what is practiced across SMU.



I Visit the Vision 2025 website <u>here</u>.

<sup>2</sup> Read more about the SMU CIRCLE Award here.

### B. LKCSB's Support for UNGC Principles

#### **HUMAN RIGHTS**

<u>Principle I</u>: Businesses and organisations should support and respect the protection of internationally proclaimed human rights

As a school with a mission to nurture keen minds who lead society, LKCSB supports and respects internationally proclaimed human rights. SMU's Human Resource and Faculty Administration (OHRFA), of which LKCSB is an integral part of, hires beyond educational qualifications and fosters a healthy work environment with deep respect for human rights.

LKCSB supports SMU's Office of Safety and Security's Campaign on Workplace Safety and Health, which itself is in support of the Take time to Care Campaign<sup>3</sup> by Singapore's National Workplaces and Health Council. This Campaign prioritises individual safety and well-being above efficiency and profits.

Individual members of SMU are also noted for their focus on human rights. For instance, Associate Professor of Law at SMU, Eugene Tan, who teaches a compulsory course on 'Corporate Governance & Ethics' at LKCSB's Executive Masters of Business Administration (EMBA) programme has been appointed Alternate Representative to the ASEAN Intergovernmental Commission on Human Rights since 2019<sup>4</sup>.

As part of the SMU community, LKCSB supports university-wide policies on workforce diversity, and all the rights and privileges associated with individual human beings associated with it.

#### Principle 2: Businesses and organisations are not complicit in human rights abuses

All degree programmes in LKCSB now have a compulsory segment on ethics — training future business leaders about ethical behaviour in general – and not to be complicit in human right abuses.

LKCSB Faculty are also expected to be ethical, responsible, and act in the best interests of the school's mission, vision, and values. The following points are required to be exercised for all LKCSB faculty annually:

- Declaration of any conflict of interest from faculty members, for which the University can monitor any potential human right abuses.
- Declaration of an interest in any organisation in society, for which the University can launch checks on that organisation's record in relation to human right abuses.
- Acknowledgement and adherence to copyright limitations and intellectual property right expectations, protecting the rights of individuals who created certain intellectual content.

All experiments involving humans, including those jointly conducted with another organisation, must be reviewed and approved by SMU's Institutional Review Board to eliminate any potential human right abuses.

In line with ethical practices in conducting daily operations, SMU places compulsory Code of Conduct (COC) acknowledgement exercise for all its employees annually. Its aim is to ensure integrity across the hierarchy for which faculty and staff members are accountable.

LKCSB full-time faculty and staff members have to attend an informational session on sexual harassment, which discusses what is appropriate or not when interacting with colleagues and students in the workplace. A quiz on sexual harassment and mutual consent between genders has been launched for LKCSB students to eliminate human right abuses in the organisation.

Wisit the Take Time to Take Care Website <a href="here">here</a>.

<sup>4</sup> Read SMU Newsroom's press release on the New faces for ASEAN human rights commission.

#### RENEWAL OF COMMITMENT TO THE PRINCIPLES OF UNGC

LKCSB places high importance on student wellness. Through the Mrs Wong Kwok Leong Student Wellness Centre at SMU, all students are welcome to seek help through counselling sessions should they need assistance with their mental health to cope with university life. All information are treated with the utmost confidentiality and privacy.

LKCSB students can also take part in activities organised by LKCSB Associate Professor of Organisational Behaviour and Human Resources (OBHR) Jochen Reb<sup>5</sup>, who researches on mindfulness<sup>6</sup> and serves LKCSB as the director of Mindfulness Initiatives<sup>7</sup>. By being more mindful about the feelings of others, LKCSB members can increase their awareness of their rights and potential abuses of them.



**Jochen Reb** 

His research focuses on secular mindfulness and its benefits to people and organisations.

Furthermore, LKCSB strives to build an inclusive learning community. The Disability Support Services (DSS)<sup>8</sup> at SMU provides advice, facilities, and support for our students with special needs – ensuring that their human rights are respected. From time to time, LKCSB allocates resources to hire Student Assistants to help some of those with special needs to move around campus.

#### **LABOUR**

<u>Principle 3</u>: Businesses and organisations should uphold the freedom of association and the effective recognition of the right to collective bargaining.

LKCSB upholds the freedom of association and supports collective bargaining, as permitted under Singapore laws? LKCSB staff members are free to form or join collective bargaining organisations. LKCSB students are free to organise and join clubs or societies with a legitimate focus.

Principle 4: Businesses and organisations should eliminate of all forms of forced and compulsory labour.

LKCSB ensures via full-time and part-time employment agreements that no forced or compulsory labour is used as inputs to the services it provides.

<u>Principle 5</u>: Businesses and organisations should abolish child labour within their sphere of influence.

As an award-winning employer, SMU does not employ any child labour. LKCSB enforces this by way of employment agreements it concludes with every employee, full-time and part-time. SMU maintains a list of preferred vendors that have been vetted by senior management in their legal and ethical business practices.

<u>Principle 6</u>: Businesses and organisations should eliminate discrimination in respect of employment and occupation.

SMU fosters a healthy work environment by practicing a 'family-like' atmosphere and 'healthy informality'.

The Human Resources and Faculty Administration (OHRFA) offices ensures that faculty and staff are not discriminated against based on their prior employment and occupation. LKCSB's hiring and recruitment processes for faculty and professional staff focus on the candidates' actual work experience rather than solely on educational qualifications, prior occupation or employment categories. All our job postings for professional staff online across platforms include the following:

Candidates who do not possess the stipulated qualifications but have relevant work experience may still apply.

<sup>5</sup> See Jochen Reb's faculty profile <u>here</u>.

Watch Jochen Reb's explanation of his research on mindfulness here.

<sup>7</sup> Visit the Mindfulness Initiative at LKCSB <u>here</u>.

<sup>8</sup> Visit the Disability Services Website <a href="here">here</a>.

<sup>9</sup> The Industrial Relations Act regulates a trade union's functions in the relationship between employers and employees.

More generally, LKCSB requires all undergraduate students to spend at least 80 hours in volunteer activities as a graduation requirement. Many postgraduate programmes at LKCSB similarly incorporate opportunities for students to volunteer their time to help with the less fortunate. It is hoped that through such activities, students gain a deeper appreciation of members of society who are in less fortunate circumstances, and hence would be more sympathetic toward individuals' actual competence and experience rather than forming prejudices based on employment and occupation.

#### **ENVIRONMENT**

<u>Principle 7</u>: Businesses and organisations should support a precautionary approach to environmental challenges.

LKCSB supports a precautionary approach to environmental challenges. All LKCSB's degree programmes now feature a segment on environmental sustainability, in support of a precautionary approach to environmental challenges faced around the world.

Moreover, undergraduate students in LKCSB's flagship Bachelor of Business Management (BBM) programme can now choose Sustainability as a second Major by completing a number of courses in this area. For instance, the course titled Sustainable Operations focuses on reducing environmental impact through a product's entire life-cycle analysis; the course titled Sustainable Finance identifies sustainable businesses that are financially viable in the long term. A more extensive list of similar courses is shown under Principle 8.

Further, postgraduate students at LKCSB can now take elective courses such as one titled Sustainable Impact to perfect their precautionary approach on environmental challenges.

<u>Principle 8</u>: Businesses and organisations should undertake initiatives to promote greater environmental responsibility.

LKCSB promotes greater environmental responsibility through i) Research, ii) Industry partnerships, and iii) Embedding Sustainability and Social Responsibility as part of all degree programmes, and iv) Student-led activities. Some of the initiatives such as the DBS-SMU Sustainability Initiative cover all four areas.

#### Promoting greater environmental responsibility through a) Research

LKCSB supports scientific research for our international and diverse faculty towards environmental challenges. We understand that 'environmental responsibility' covers three main areas (economic, environmental, social — also widely known as Profit, Planet, People) as listed on the various Ten Principles of UNGC.

This is also an important notion of the larger concept of corporate social responsibility, which espouses that even purely for-profit companies have an important role to play in supporting their share of social responsibility – doing their rightful part. On the right is a Named LKCSB faculty member and Dean of Post-Graduate Research Programmes<sup>10</sup> who is well known for her research on the broader notion of corporate social responsibility, in which environmental sustainability is a part.



**Wang Heli** 

Her series of projects link corporate social responsibility to corporate acquisitions, subsidiary-to-parent-firm relations as well as to markets' perception and analysts' stock recommendations.

#### RENEWAL OF COMMITMENT TO THE PRINCIPLES OF UNGC

Below are some of our faculty who have also produced high-impact research on environmental sustainability:



Simon
Schillebeeckx
Promoting digital
models in sustainability.
Helps preserve
Southeast Asia's natural
resource capital by
developing business
model innovations in

ventures locally.



**Liang Hao** 

He was awarded in 2019 the prestigious Moskowitz Prize for Socially Responsible Investing by the University of California at Berkeley. His paper in 2016 found that wellgoverned firms that suffer less from agency concerns engage more in corporate social responsibility.



Onur Boyabatli

Researching on sustainable operations specialising in agriculture and resilient supply chains.

11,12

LKCSB strongly supports research that can positively impact society through its Societal Impact Research Capacity Building Fund.

LKCSB Associate Professor of Finance and DBS Sustainability Fellow, Liang Hao, was awarded S\$541,000 by the Singapore Ministry of Education (MoE) for his research on corporate social responsibility that was initially supported by LKCSB's Societal Impact Research Capacity Building Fund<sup>17</sup>. I USD  $\approx$  1.33 SGD (or S\$).

With research surrounding Sustainability as a top priority, LKCSB has recently introduced a **Sustainability Research Seminar Series** that increased the profile of research in this area. This serves to facilitate discussion around sustainability research, encourage faculty to inspire action and promote environmental sustainability.

#### Promoting greater environmental responsibility through b) Industry partnerships

A number of industry partnerships have been formed to promote greater environmental responsibility in the past few years:

#### i. DBS-SMU Sustainability Initiative

In 2019, SMU and DBS – a major retail banking group in Singapore and Asia – established a partnership focused on sustainability <sup>18</sup>. DBS plans to commit more than S\$1 million to support initiative, as LKCSB launched its first sustainability major for certain degree programme students from 2019. The DBS-SMU sustainability Initiative supports and provides grants towards sustainability in the following key areas: 1) Fellowships 2) Annual Scholarships 3) Business Study Mission and 4) Talent Development.

II See Simon Schillebeeckx's faculty profile <u>here</u>.

Watch Simon Schillebeeckx's explanation on the Digital Green Economy which includes one commissioned by DBS, The Sustainable Digital finance Alliance, and the UN here.

<sup>13</sup> See Liang Hao's faculty profile here.

<sup>14</sup> See Onur Boyabatli's faculty profile here.

<sup>15</sup> Watch Onur Boyabatli's explanation of his research on sustainable agriculture here.

Listen to Onur Boyabatli's Podcast hosted by SMU Mediacast on 'Biomass commercialisation – economic & environmental implications' here.

<sup>17</sup> Listen to Liang Hao's Podcast hosted by SMU Mediacast on 'CSR behaviour of firms & its ripple effect' here.

<sup>18</sup> Read the full media release on DBS' website <u>here</u>.

TreeDots<sup>19</sup> and UglyGood<sup>20</sup> are two social enterprises that were founded by LKCSB alumni supported by the DBS-SMU Sustainability Initiative. Both were incubated by SMU's Institute of Innovation and Entrepreneurship (IIE), and were also 2019 recipients of the 2019 HSBC Sustainability & Innovation Grant<sup>21</sup>.

#### ii. HSBC-SMU Sustainability & Innovation Grant; HSBC-SMU Change Leaders Programme

The HSBC-SMU Sustainability & Innovation Grant<sup>22</sup> I) helps Small and Medium Enterprises (SMEs) who intend to transform their business model to be sustainable, and 2) supports start-ups which focus on sustainability with up to \$\$30,000 in seed money. These start-ups will then be incubated in SMU IIE Business Innovations Generator (BIG) — a four-month programme to accelerate their business with mentors in relevant expertise, and networking opportunities with potential investors and clients. Successful 2020 outcomes include a) Freedom Cup<sup>23</sup>, a reusable solution to women's menstrual products that was featured on the United Nations' Sustainable Development Goals blog<sup>24</sup>; b) TurtleTree Labs<sup>25</sup>, a bio-technology company that creates milk free from artificial hormones — have raised \$\$3.2million in capital<sup>26</sup> and won the grand prize of Temasek Liveability Challenge<sup>27</sup> of \$\$1 million, and c) Magorium<sup>28</sup>, a technology company that turns plastic waste into long-lasting construction materials. On top of the HSBC-SMU Sustainability & Innovation Grant, Magorium also won first place worth \$\$20,000 at Ideas Inc 2020<sup>29</sup> hosted by Nanyang Technology University and the HSBC Swing for the Game Changers Competition 2021<sup>30</sup>. Last but not least, 3) Social Enterprises with the HSBC Change Leaders Programme through SMU's Lien Centre for Innovation<sup>31</sup>.

#### iii. SMU Visionary Series

LKCSB started a Visionary Series, inviting global industry leaders of visionary organisations to come share their thoughts. Many of these leaders spoke about environmental sustainability. For instance, Mr. Feike Sijbesma, CEO of Royal Dutch State Mines (DSM) on 10 October 2019 spoke on the benefits of sustainable practices as a long-term driver for financial performance for businesses.

#### iv. LKCSB initiates and supports collaboration with industry on environmental responsibility

LKCSB initiates and supports collaborative efforts with industry to promote environmental responsibility. Individual faculty members such as Lee Kong Chian Professor of Operations, Shantanu Bhattacharya has shared his expertise on television (broadcast throughout Asia and Australia) on how to go beyond green, and be truly sustainable. Through these efforts, LKCSB has increased its recognition in the business community in its commitment to environmental sustainability.

In 2019, Lee Kong Chian Professor of Operations, Shantanu Bhattacharya<sup>32</sup>, whose research interest include resilient, sustainable supply chains, (e.g. closed-loop supply chains) and the circular economy, shared his expertise on **Channel News Asia** – a television and multimedia channel broadcast throughout Asia and Australia – along with industry practitioners on *Going Beyond 'Green': How can we be truly sustainable?*<sup>33</sup>.

- 19 Read on how TreeDots are 'turning food waste into opportunity' here.
- 20 Watch UglyGood featured on the DBS Foundation Social Enterprise Grant Programme here.
- 21 See the full list of 2019 and 2020 HSBC-SMU Sustainability Grant recipients by IIE here.
- 22 Read the full media release by Hong Kong Shanghai Banking Corporation (HSBC) here.
- 23 Visit Freedom Cup's website here.
- 24 Read the feature on Freedom Cup on the UN SDG blog here.
- 25 Visit TurtleTree Labs' website here.
- 26 Read on TurtleTree Labs' innovation by IIE here.
- 27 See the winners of The Liveability Challenge 2020 here.
- View Magorium's start-up profile here.
- 29 View full list of winners and images of the competition here.
- Read the news release on Magorium, and along with another SMU graduate victory here.
- 31 Visit Lien Centre for Social Innovation for the HSBC-SMU Change Leaders programme here.
- 32 See Shantanu Bhattacharya's faculty profile here.
- Watch "Going Beyond Green": How can we be truly sustainable?" by CNA Perspectives (2019).

  See also Prof. Shantanu sharing on the long-term financial viability of sustainable practices on CNA Perspectives here.

#### RENEWAL OF COMMITMENT TO THE PRINCIPLES OF UNGC

#### A Gallery of Sustainable People and Partnerships at LKCSB



















The Singapore Green Finance Centre (SGFC), of which LKCSB co-founded logo. Image: SGFC Website.



Ang Wan Loong (left), Darren Cheng (centre) and Adriel Ng (right) -Co-founders of Fluidlytix Asia. Photo: SMU IIE



Alterpacks, co-founded Karen Cheah and Herbin Chia aims to create biodegradable take-away boxes from fungal and/or plant materials. Photo: Karen Cheah and Herbin Chia



Photo: Magorium's Oh Chu Xian featured in HSBC's Game Changer Competition 2021. Footage: HSBC.

They agreed that to be sustainable is to align with the United Nations' Sustainable Development Goals (SDGs) and that to be truly so, companies must look into how to best manage their supply chains that contributes positively to the 'triple bottom line' (People, Profit, Planet).

Professor Shantanu also co-hosted the SMU LKCSB "Ideas Shaping Tomorrow" series on Sustainability & the Triple-Bottom Line in the F&B Sector<sup>34</sup> with David Chen — LKCSB alumnus, Co-Founder, and COO of Golden Sunland<sup>35</sup>, a company that supplies rice through responsible farming which is supported by Enterprise Singapore and Health Promotion Board.

LKCSB-administered Sim Kee Boon Institute for Financial Economics (SKBI) will jointly administer Singapore Green Finance Centre<sup>36</sup> (SGFC) with Imperial College, U.K. As Singapore's first sustainable finance initiative, SGFC will be a



A webinar poster by the SMU Office of Alumni Relations featuring LKCSB Professor Shantanu Bhattacharya and David Chen, Co-Founder and COO of Golden Sunland on Sustainable supply chains.

Photo: SMU Office of Alumni Relations.

transformative opportunity to rethink traditional financial markets, instruments and policies, and develop next-generation talent for sustainable and climate change finance. The Centre's founding partners are Bank of China, BNP Paribas, Fullerton Fund Management, Goldman Sachs, HSBC, Schroders, Sumitomo Mitsui Banking Corporation (SMBC), Standard Chartered Bank, and UBS, each donating \$\$750,000 to match a \$\$7.3 million commitment from the Monetary Authority of Singapore (Singapore's 'central bank' equivalent) to total over \$\$14 million<sup>37</sup>.

LKCSB students have contributed to the Asia Pacific Association of Communication Directors (APACD) Sustainable Communications Programme, of which SMU is the association's first partner for the second consecutive year. The programme allows students to bring forth viable business ideas/ solutions to social enterprises who aim to solve environmental issues<sup>38</sup>.

The Youth Ecosperity Dialogue (YED), organised by Ecosperity – the sustainability arm of Temasek Foundation, part of Singapore's Sovereign Wealth Fund – is a platform that connects youths interested on bringing about environmental change of tomorrow with like-minded global thought leaders and international corporations who will share best practices on sustainable development. LKCSB will organise the YED 2021 later this year on 27th September through 1st October.

#### v. LKCSB supports start-ups focused on the Environment and Social Equity

LKCSB supports new ventures focused on environmental responsibility. Examples of such successful start-ups incubated by SMU's Institute of Innovation and Entrepreneurship (IIE) include Alterpacks<sup>39</sup>, a company that manufactures biodegradable take-away food packaging from fungal/plant materials (who also won a mentorship with Closed Loop Partners at the Temasek Liveability Challenge 2020), Fluidityx Asia<sup>40</sup>, a water technology company that aims to reduce wastage and is researching the use of Internet of Things (IoT) in doing so. In addition, Magorium, TreeDot, Turtle Tree Labs and UglyGood mentioned earlier are similar examples.

<sup>34</sup> See 'Sustainability & the Triple-Bottom Line in the F&B Sector' event page here.

<sup>35</sup> Visit Golden Sunland's website here.

<sup>36</sup> Visit the Singapore Green Finance Centre (SGFC) Website here.

<sup>37</sup> Read the media release on the SGFC by the Monetary Authority of Singapore here.

Read the media release on 'SMU students contribute to next generation changemakers through APACD's Sustainable Communications Programme for the 2nd year running' <a href="here">here</a>.

<sup>39</sup> Visit Alterpacks' website <u>here</u>.

<sup>40</sup> Visit Fluidlytix Asia's website here.

# Promoting greater environmental responsibility through c) embedding Sustainability throughout programmes at LKCSB

Since the last report, LKCSB has started embedding Sustainability throughout various degree programmes.

#### i. Sustainability as a second major in our flagship undergraduate programme

Undergraduates in the flagship Bachelor of Business Management (BBM) programme are now able to choose Sustainability as a second major, alongside other majors such as Finance and Marketing. This move significantly raised the profile of environmental sustainability among a new generation of students.

Alongside this new second major, new undergraduate courses have been developed, including:

- Sustainability Management and Governance
- Sustainable Entrepreneurship Practicum
- Climate Change: Global and Local Solutions
- Corporate Sustainability and Business Development
- Organisational Aspects of Sustainable Innovation
- Sustainable Entrepreneurship
- Sustainable Finance
- Sustainable Growth in ASEAN: Singapore, Malaysia, and Indonesia
- Sustainable Marketing
- Sustainable Operations
- Sustainable Shipping and Ports
- Sustainability Law and Policy
- Sustainability Study Mission (Asian Studies or Globalisation)

#### ii. Sustainability for postgraduate students

Postgraduate students at LKCSB can choose to complete an elective course dedicated to some aspects of environment sustainability, including the following:

- Sustainable Finance
- Sustainable Growth in ASEAN
- Sustainable Impact
- Sustainable Operations
- Sustainability and Metrics
- Sustainability Management and Governance
- Sustainable Marketing
- · Sustainability Study Mission

Students in the Master's of Science in Management (MiM) programme, a general management degree, can choose to complete a number of a subset of these courses and be recognised as having completed the requirements for the Sustainability concentration track.

Even if postgraduate students at LKCSB do not choose to take an entire course on environmental sustainability, they will be exposed to concepts in environmental sustainability through some embedded content in one of their courses or programme activities.

#### Promoting greater environmental responsibility through d) supporting student-led activities

Two such examples of student-led activities are described below.

#### i. SMU GROW

SMU GROW<sup>41</sup> is a university-wide programme that since 2015 has involved students, staff and faculty in cultivating change through experiential and reflexive learning centred on urban farming. SMU dedicate land on campus to SMU GROW to grow 50 kinds of edible plants in the heart of Singapore city. Continued to be supported by LKCSB, this programme promotes sustainable urban living by demonstrating its endless possibilities and potential, creates global awareness on environmentalism, food production, consumption and security, and provides for under-privileged members in our community through sharing and inspiration. LKCSB has also begun sourcing corporate gifts from produce, such as dried flowers, herbs, and jams.

Since our 2018 UNGC Report, SMU GROW has continued in their efforts to promote environmental sustainability. Since late 2018, SMU GROW has organised 'Save the Uglies' market, a 'flea-market' at the SMU basement where students, staff, and faculty can shop for produce (at discounted-prices) that would otherwise be rejected before they are deemed fit to be sold at the supermarkets.

In 2019, SMU promoted SMU Ecofest<sup>42</sup> that featured talks, workshops, and a humble flea market featuring SMU alumni-founded sustainable businesses, such as Freedom Cups used for women in menustruation.

#### ii. SMU VERTS

SMU Verts<sup>43</sup> in 2019 ran a series of activities to raise awareness on recycling (with a big focus on e-waste). For example, students can drop by Li Ka Shing Library and exchange their unwanted consumer electronics for a 'mystery gift' (i.e. a plant-able pencil) and participate in a quiz on their knowledge on sustainability.

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SMUVERTs having a vegan picnic at the SMU Campus Green Photo: SMU Vivace Website.



SMU Ecofest 2019 organised by SMU GROW Photo: SMU GROW Facebook Page.

<sup>41</sup> Visit SMU GROW's website here.

<sup>42</sup> This post by SMU GROW on Facebook highlighted the SMU Ecofest 2019.

<sup>43</sup> Visit SMU VERT's student club page here.



<u>Principle 9</u>: Businesses and organisations should encourage the development and diffusion of environmentally friendly technologies.

LKCSB through its own decisions in infrastructure planning and management, as well as through its institutes and centres in their work, encourage the development and diffusion of environmentally friendly technologies. Several examples of these examples are described below.

#### i. Net-Zero Infrastructure: SMU CONNEXION

The design and construction of the SMU Connexion Building – designed to house LKCSB's Institute of Innovation and Entrepreneurship (IIE) and situated between the School of Accountancy and the School of Law to provide continuous covered walkways throughout all of SMU's buildings – has been an exemplar in the diffusion of environmentally friendly construction technologies. The building was sustainably built on-site, and is a 'zero net-energy' building, representing the first large-scale mass engineered timber development with its own power generated from a photovoltaic system in the heart of Singapore. Other green features and technologies include advanced passive displacement cooling, smart LED lighting and predictive smart building control systems. These are part of SMU's attempt to reduce energy and water consumption even as the student population increases. This building met demanding Green Mark Platinum certification by Singapore's Building and Construction Authority (BCA), the first one to do so in Singapore's city centre.

#### Electronic Waste Recycling Bins and Charging Stations for Electric Vehicles

Since the previous UNGC report in 2018, LKCSB started positioning electronic waste recycling bins that are managed by students in collaboration with industry partners. These bins help promote environmentally friendly practices in the disposal of electronic waste.

LKCSB continues to maintain a number of electric vehicle charging stations in its car park following the report of their installation in the previous UNGC report.

#### iii. Smart Lights, Digital Prints, Reusable Water Bottles and Eating Utensils

LKCSB continues to support a host of university-wide initiatives to encourage the diffusion of more environmentally friendly technologies. These include the installation of motion-activated and —deactivated lights in meeting rooms and washrooms. Air conditioning into individual offices has also been converted to motion-activated mechanisms, i.e., such air conditioning will automatically be turned off in the absence of movements inside these confined spaces.

Staff members are encouraged to minimize generating physical prints as much as possible, resulting in a reduction in the use of paper.

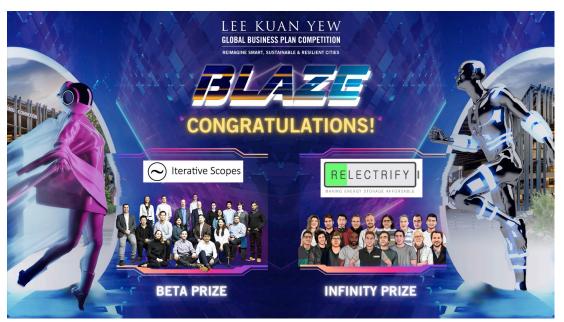
LKCSB maintains a number of water fountains in its building and encourages the use of re-usable water bottles. In the area of food catering, significant consideration is now taken to ensure the use of biodegradable packaging and utensils before LKCSB selects a vendor.

#### iv. Lee Kuan Yew Global Business Plan Competition themed around Sustainability

LKCSB continues to support the bi-annual Lee Kuan Yew Global Business Plan Competition (LKYGBPC) through its Institute of Innovation and Entrepreneurship (IIE), which encourages the development and diffusion of environmentally friendly technologies. The latest 10th competition 2021 is themed 'Reimagine Smart, Sustainable and Resilient Cities'<sup>44</sup> that centres around sustainable urban innovations such as blockchain, virtual & augmented reality, data analytics & artificial intelligence, internet of things (IoT), 5G, robotics, etc. The Competition directly suggested a number of focus areas that are clearly related to environmental challenges.

In 2021 alone, the LKYGBPC, with its competitive cash prizes, attracted over 2,500 global participants with more than 850 submissions from over 650 Universities across 60 countries. A total of 13 categories of prizes were available to be won, with a number of them directly related to environmental sustainability:

- DBS Foundation Social Impact Prize
- Kajima Smart Construction Deployment Prize
- Sino-Singapore Nanjing Eco Hi-tech Island Investment Prize
- Public Utilities (PUB) Water Technology Innovation Prize
- 44 See the 10<sup>th</sup> LKYGBC theme <u>here</u>.



The landing page of the LKYGBPC as of June 2021.

Image: SMU LKYGBPC Website

#### **ANTI-CORRUPTION**

<u>Principle 10</u>: Businesses and organisations should work against corruption in all its forms, including extortion and bribery.

Singapore is ranked 3<sup>rd</sup> in the 2020 Corruption Perceptions Index (CPI) by Transparency International<sup>45</sup>, meaning that it is one of the least corrupt countries in the world. Being located in Singapore means that LKCSB's faculty and staff members have to comply with Singapore's high standards against corruption, including extortion and bribery.

As aforementioned in Principle 2, all LKCSB faculty and staff members (both full-time and contract) must acknowledge the University's Code of Conduct (COC) every year. A heavy emphasis is placed on fair and transparent procurement processes for those in the higher ranks (i.e. Heads of Department/ Assistant director and above). For instance, all purchases and subsequent claims are to be approved through multiple levels of hierarchy at LKCSB and then the University's Office of Finance (OFIN). For purchases above S\$1,000, an official Purchase Order has to be issued and overseen by LKCSB's Corporate Services Unit (CSU). SMU maintains a list of pre-approved vendors which also uphold high standards of procurement processes to eliminate corruption in all its forms.

In addition, the following aspects are highlighted for all SMU staff members – and naturally those at LKCSB – to prevent corruption:

#### i. Conflict of Interest

All staff members who are in the position to make decisions for a particular outcome are required to declare their non-interest to that specific event. If they should have any conflict of interest, even remotely, they should make a declaration and recluse themselves from the duty.

#### ii. No acceptance of gifts

SMU staff members are not permitted to accept gifts valued at more than S\$150. This is to avoid the staff from being put in a vulnerable position or expected to reciprocate in any way. In the event that it is not polite to reject gifts, staff members can accept the gifts on behalf of the university and then make a declaration of the gifts subsequently.

#### iii. Whistle Blowing

SMU has also put in place a whistle blowing practice46 in the university. Any staff members of members of the public can whistle blow n any staff suspected of corrupt practices. It is anonymous, therefore there is no fear and repercussions for those who wants to whistle blow. All whistle blow cases will be investigated thoroughly and the appropriate level depending on the seniority of the alleged staff members.

#### iv. Segregation of duties

SMU's general segregation of duties principle is that the proposal also cannot be the approver. The approver must always be a staff member of a higher authority or seniority than the proposal and they cannot be the same person. Besides this generic principle that is already well practiced in the university, deliberate short staff rotation of duty and forced leave are once in a while triggered to provide disruption to routine. It is hoped that irregularity (if any) can be pricked up by a non-regular source.

#### v. Ethical practices and anti-money laundering

LKCSB embeds materials on ethical practices, anti-corruption and anti-money laundering in its undergraduate and postgraduate courses in finance, in addition to putting them in practice.

<sup>45</sup> See the full CPI rankings here.

<sup>46</sup> Our Whistle Blowing page is open to public.

### C. Assessment of Outcomes at LKCSB

#### **HUMAN RIGHTS**

<u>Principle 1</u>: Businesses and organisations should support and respect the protection of internationally proclaimed human rights

SMU, of which LKCSB is an integral part, is proud to win several awards on our OHRFA employee management and motivation (see description in Section B under Principle 6).

SMU, of which LKCSB is an integral part, is an award-winning employer for its excellence in providing for the rights and well-being of its employees. In 2020, SMU won the Silver Ribbon Mental Health Awards for Schools<sup>47</sup> – expanding the university's focus from physical to mental health. In 2021, SMU was named one of the 'Best Employers' (out of 1,700 qualified firms), as well as a one of the 'Great Companies for Dads'<sup>48</sup> by Singapore's most widely circulated newspaper, the Straits Times – the most popular local newspaper.

LKCSB will continue to support and respect the protection of internationally proclaimed human rights.



<u>Principle 2</u>: Businesses and organisations should make sure that they are not complicit in human rights abuses.

LKCSB continues to work toward eliminating human rights abuses, and supports numerous initiatives by SMU to improve the safety and security of the community. LKCSB continues to support SMU's Mrs Wong Kwok Leong Student Wellness Centre to ensure not just physical but also mental well-being of every individual in LKCSB's community. Continued promotion of mindfulness for faculty, staff and students are expected to make the community more mindful of the rights and respect for all individuals. All experiments involving human subjects involving LKCSB members, including those conducted jointly with external organisations, continue to receive substantial scrutiny from the university to eliminate abuses of human rights.

<sup>47</sup> Singapore Management University lauded at the Silver Ribbon Mental Health Awards (2020).

<sup>48</sup> SMU receives two accolades – The Straits Times 'Best Employers 2021' and 'Great Companies for Dads Awards 2021'.

#### **LABOUR**

# <u>Principle 3</u>: Businesses and organisations should uphold the freedom of association and the effective recognition of the right to collective bargaining

LKCSB remains committed to the freedom of association and rights to collective bargaining as permitted in Singapore. Upholding the freedom of association permitted students to set up and run numerous societies that in turn benefited the community. For instance, SMU's chapter of AIESEC, a student society working toward providing international exchange and traineeship opportunities, won the Outgoing Volunteer Award in 2019. SMU PAW, a student club for animal care, raised 330kg of food donations during SMU PAW Animal Day and raised \$\$530 for an animal shelter in 2019.

#### Principle 4: Businesses and organisations should eliminate of all forms of forced and compulsory labour

To date, there has been no known cases of forced and compulsory related to LKCSB as a result of measures taken to eliminate that. LKCSB remains committed to eliminating all forms of forced and compulsory labour.

#### Principle 5: Businesses and organisations should ensure the effective abolition of child labour

To date, there has been no known cases of forced and compulsory related to LKCSB as a result of measures taken to eliminate that. LKCSB remains committed to eliminate all forms of child labour.

## <u>Principle 6</u>: Businesses and organisations should eliminate discrimination in respect of employment and occupation.

LKCSB remains committed to hiring a diverse pool of talent based on merit, beyond one's education qualifications, prior employment or occupation. As evidence, LKCSB's postgraduate students come from diverse prior employment and occupations, from airline cabin attendants before covid-19 to fashion specialists.

More generally, a majority of LKCSB's students agreed that they had 'sufficient opportunities to engage with students from diverse backgrounds' during their degree programme. This helps students enhance their respect to every individual in the community, irrespective of their employment and occupation.

#### **ENVIRONMENT**

#### Principle 7: Businesses should support a precautionary approach to environmental challenges

LKCSB supports and will continue to support a precautionary approach to environmental challenges which have been enshrined in sustainability courses and majors.

## <u>Principle 8</u>: Businesses and organisations should undertake initiatives to promote greater environmental responsibility

Environmental responsibility is an important part of social responsibility. LKCSB has since its inception required undergraduate students to volunteer at least 80 hours over the course of their degree programme as a graduation requirement. Many students in fact volunteered significantly more than the required hours. In the Class of 2020 for the undergraduate BBM programme, over 90% of graduates recorded more community service hours than the minimum of 80 hours, with half of these students exceeding the minimum by more than 50% - evidence of them being comfortable taking on their share of corporate responsibility. Their exit survey confirmed that a majority of students through their degree programme at LKCSB gained a 'keener sense of responsibility for individual and collective actions'. In other words, LKCSB has been able to instil in its students a greater sense of social responsibility.

LKCSB has since the previous UNGC report promoted greater environmental responsibility by offering new sustainability courses and majors, and embedded sustainability in every degree programme. Increasing numbers of students have begun to take sustainability courses. For instance, at least one new course on sustainability has been offered three times in the past academic year to cater to students' demand for it. Meanwhile, LKCSB has been able to convince a number of large financial firms to contribute financially toward a new Singapore Green Finance Centre (SGFC). These all show that LKCSB's initiatives to promote greater environmental responsibility have been paying off. LKCSB will continue these initiatives to promote greater environmental responsibility.

One notable outcome of our Visionary Seminar Series is a partnership with DSM that has since continued to boost our courses on sustainability and our sustainability major. DSM will ride on the success of SMU-X, an award-winning experiential learning pedagogy where LKCSB students tackle real-world challenges facing businesses and sponsor SMU-X Overseas Courses that will bring students to DSM facilities for a two-week immersion at one of DSM's operations in Asia. DSM will also sponsor a Nutrition Improvement Challenge for three years from AY 2020-2021 for students to tackle business challenges under the UN SDGs<sup>49</sup>.

Through LKCSB's faculty imparting their knowledge gained from sustainability research, along with its sustainability research seminar series, student-led activities such as SMU GROW, and related clubs such as SMU VERTS, students are becoming more environmentally conscious, as demonstrated in an increasing number of new ventures formed around environmental sustainability, as well as the an increase in enrolment in sustainability-related courses.

SMUVERTS – a student-led organisation – collected over 170kg worth of recyclable material within a period of 2 days in January 2020. Since LKCSB's installation of waste recycling bins, over 850 computer and 90 printers have been collected for refurbishment and reuse from July 2018 to July 2019. These demonstrate an increasing awareness among the LKCSB community on environmental responsibility.

An SMU team compromising a LKCSB student, Coconuts Consulting, won the SDG Titans Business Case Competition organised by AIESEC Singapore, winning over 18 teams consisting of over 44 participants from other junior colleges and universities including the National University of Singapore and Nanyang Technological University. The competition aims to promote social entrepreneurship and bring youths together to contribute to several Sustainable Development Goals (SDGs). The team won with their feasible mobile app, 'PlatePoints' which aims to reduce food waste through reward<sup>50</sup>. This shows that LKCSB graduates are both environmentally aware and takes initiatives to develop sustainable solutions and make them accessible.

LKCSB will also continue to support students and alumni when they wish to enter various competitions which focuses on sustainability and/or venture into sustainable businesses through IIE, which has incubated some of the region's most successful sustainable businesses as demonstrated.



Leader of Coconuts Consulting receiving the first prize at the SDG titans Summit 2021. Photo: SMU Website

Read the media release on 'SMU & Royal DSM affirm commitment to educate the next generation of leaders in sustainability' here.

<sup>50</sup> Read the media release on'SMU team crowned champions od the SDG Titans Business Case Competition' here.

## <u>Principle 9</u>: Businesses and organisations should encourage the development and diffusion of environmentally friendly technologies

LKCSB supports SMU's overall goal-setting to reduce its environmental impact through the development and diffusion of environmentally friendly technologies. SMU has in fact set environmental goals in this regard, and has made significant progress to date through the addition of solar electrical power generation panels on rooftops, promotion of digital versus physical print, use of motion-activated lighting and air conditioning, and other environmentally friendly technologies:

| Item use per unit area in a year              | Sustainability targets  | Progress as in early 2020 |
|---|-------------------------|---------------------------|
| Energy consumption (kWh/m <sup>2</sup> .year) | 10% reduction from 2017 | 8.6% lower from 2017      |
| Water consumption (m³/m².year)                | 12% reduction from 2017 | 9% lower from 2017        |
| Enhance internal greenery                     | 50% more from 2017      | 22% more from 2017        |
| Reduction in paper & prints discarded         | 10% reduction from 2017 | Close to 10% from 2017    |
| Reduction in use of printing paper            | 10% reduction from 2017 | 27% lower from 2017       |
| Solar power panels installed                  | Greener energy source   | 7.5% less electricity use |

#### **ANTI-CORRUPTION**

#### Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Cases related to corruption are rare in LKCSB and SMU. However, we believe in the precautionary approach to sustainability and anti-corruption. As aforementioned, SMU has placed preventive contingencies and tightened various levels of approval before subcontracting, and a compulsory annual acknowledgement of the Code of Conduct for staff and faculty for accountability.





SMU Urban Farm and Garden managed by SMU GROW. Photo: SMU GROW.



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